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# DN EXTRA

November 2005

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## Lives through a lens

Calendar's new focus on Down's syndrome

## Games without barriers

2012 access fight begins

## Fair cop

PC wins jobs battle



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## Firms fail job test

BY PRIYA KOTECHA

Three out of five private sector employers do not employ a single disabled person, according to a new survey.

The results come as the government gears up to launch a green paper on welfare reform, widely expected to encourage disabled people back to work.

The survey by Ready, Willing, Able (RWA) – a government sponsored recruitment website – targeted more than 800 commercial employers from across the UK, with staff numbers ranging from one person to 48,000 people.

But only 86 employers responded to the questionnaire and 52 of them said they had no disabled people working for them. Another 11 could not provide figures.

Nick Lewis, co-director of RWA, said: "The government says a lot about getting people

off disability benefits and into work. But it is clear that the move by employers to employ the vast reservoir of skills and energy on offer from disabled people is not yet underway."

Of the 23 that did have at least one disabled employee, Bruichladdich Distillery, a small company based in Argyll, Scotland, came out on top with 19 per cent of its workforce disabled.

Among larger employers, high street bank HSBC was one of the top performers, with just under four per cent of its staff disabled.

Stephanie Cheddie, employment opportunities co-ordinator at Action for Blind People, which gives employment advice to blind and partially sighted people, said the results indicated "systemic problems, which exist in society and across the board and need to be addressed".



**STAR performance:** Mike Scanlan, a visually impaired tutor at Liverpool Community College, has won one of 16 national STAR awards for unsung heroes in the learning and skills sector. He has spent nearly 20 years teaching Braille, keyboard skills and touch-typing, and is pictured at the government's awards ceremony in London last month with TV presenter Penny Smith.

## Provision gap in education and employment

People with learning difficulties in the UK still face serious problems in mainstream education and employment, according to a new report\*.

The report by the Open Society Institute and the Foundation for People with Learning Disabilities (FPLD) found there was a need for more resources and training to help include children with learning difficulties in mainstream secondary schools and colleges.

Hazel Morgan, co-director of FPLD and one of the report's authors, said: "We need more specialist teachers who can give them the support they need and there also needs to be greater flexibility in both teaching arrangements and the curriculum if children with learning disabilities are to be included."

The report also found that most adults with learning difficulties relied on benefits, with only 11 per cent of those in England in paid jobs.

Dr Stephen Beyer, of the Welsh Centre for Learning Disabilities, and another co-author, said: "Many people want to work but there are barriers to them achieving this."

He pointed to a lack of support to help people with learning difficulties into work and the fear that a paid job could threaten their benefits.

*\*Rights of People with Intellectual Disabilities: Access to Education and Employment in the UK, available from [www.learningdisabilities.org.uk](http://www.learningdisabilities.org.uk) or a limited number of free, hard copies from the FPLD, tel: 020 7803 1100*

On the cover: Billy Chope, from north London, is one of the children and adults with Down's syndrome featured in a new calendar by photographer and parent Richard Bailey. See feature, page seven



# 2012 access law call

BY PRIYA KOTECHA

Government transport advisers have unveiled a five-point plan that could help make 2012 the most accessible Paralympics and Olympics ever.

The Disabled Persons Transport Advisory Committee (DPTAC), which unveiled its plan last month, called for enough money and staff to deliver an inclusive Games.

The committee also demanded the "involvement of disabled people at every level" and that any access proposals be underpinned by "a strong legal basis".

They want the London Olympics Bill (LOB) to state clearly that the two organising bodies – the Olympic Delivery Authority and the Olympic Transport Authority – will be subject to the new public sector duty in the Disability Discrimination

Act. The LOB is currently going through the House of Lords.

Andy Kirby, DPTAC secretary, said the government should "state unequivocally that both these authorities will be expected to comply with the public sector duty". "So much else will flow from that, including disability equality training for all staff."

He said plans for 2012 had attempted an inclusive agenda but had been based on an "assumption that disabled people want to go to the Paralympics but not to the Olympics".

Ruth Bashall, treasurer of Disability Action Waltham Forest, said strategic plans for an inclusive Games "need to be put in place from the outset". She said: "If this is happening at national level with organisations such as DPTAC getting involved and having an influence, then that's exactly what is needed."



**Packing Up:** Edwina Hart (left), Welsh Assembly minister for social justice and regeneration, talks to Pack-IT employee Catherine Kumpata. The visit last month to the Cardiff-based packaging and distribution business, which provides jobs and training to disabled people, came as Pack-IT was named European Social Firm 2005.

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# Disabled cop wins job after force U-turn

BY PRIYA KOTECHA

A disabled special constable, repeatedly denied the chance to become a regular police officer because of a hearing impairment, has secured a job, following a police U-turn.

Dennis McCoy applied to become a regular officer with West Yorkshire Police 18 months ago.

But his application was rejected because he had tinnitus in one ear (*DN*, September), even though he had already volunteered as a special officer for 12 months, securing 45 arrests and repayment of around £45,000 in unpaid fines, and won the force's Special Constable of the Year award.

But after launching a

case against West Yorkshire Police under the Disability Discrimination Act (DDA), Mr McCoy was offered a hearing "field test", which he passed. He has now been offered a full-time position as a police constable.

Fraser Sampson, his solicitor, told *DN*: "We're delighted with the decision. It was the only sensible outcome. It's just a shame we had to resort to using the act's provision, but all the other forces will learn from it."

The case was one of the first to be taken against a police force under the employment duties of the DDA.

A spokeswoman for West Yorkshire Police said the force could not comment on individual cases.



Design for life: the Sage Gateshead arts centre has won this year's Royal Institute of British Architects Inclusive Design Award. The centre, designed by Foster and Partners, was praised for features such as large lifts, stage areas that are accessible to mobility impaired people, 27 accessible loos, a Shopmobility scheme and an active access panel.

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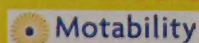
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# Mum's heating hell

BY PRIYA KOTECHA

A disabled mother of two children has had to live without heating and hot water for an average of four days a week for the last 18 months, due to a string of "failed promises" from her council.

Kirsten Battle, a wheelchair user, said the council had tried to fix the heating since *DN* contacted them about her story - but now the heating was on all the time and couldn't be turned off.

She said: "My daughter has mumps and she's got a very high temperature. The thing I need most is a cool house."

She says this was the latest in a series of "blunders" by the council.

Ms Battle said: "I have a kitchen with no drawers, a garden I cannot access, a lounge door which is in danger of falling off and I cannot even kiss my children goodnight, as I am unable to move in their rooms."



Two years ago, her house was excluded from a programme of refurbishment when Leeds City Council told her "invalids do not cook, they have meals on wheels, and invalids do not eat with cutlery, therefore not requiring cutlery drawers".

The house was even branded "dangerous" by the fire brigade.

She said: "The fire brigade came round to fit smoke alarms and said in a fire it would be lethal because me and my children wouldn't be able to get out, as this house doesn't have an emergency exit."

Ms Battle was given a mid terrace council house by Leeds South Homes - the housing branch of the council - as a temporary measure, when she moved to the Rothwell area in 1998, with her daughter Abigail, then only two.

Despite having her son Matthew since then, the family of three continue to live in the "single occupancy building" now deemed "unsuitable" by an occupational therapist.

A spokesman for Leeds South Homes said the involvement of different agencies "has not helped in resolving the issue swiftly".

He said a meeting was being arranged with Ms Battle to "resolve this unsatisfactory situation" and her application to transfer to another property was being dealt with.

## BT leads the way

BT has won a national award for its positive approach to employing disabled people.

The company won the national company award in Remploy Interwork's (RI) ninth annual Leading the Way Awards.

The telecoms company won the award after signing a national agreement with RI - the recruitment arm of Remploy - to increase job opportunities for disabled people in its call centres.

Other winners were: Harveys

Boat Builders and Joinery, of Tamworth, in the small business award; airport caterers SSP Air, from Glasgow, in the medium-sized category; Leicestershire County Council, in the large business category; and Gordano Training, which won the service and training provider award.

City Facilities Management and Channel 4 Television also won awards for initiatives promoting employment of disabled people.



Having a ball: Guests (from left) Sarah Richardson, Carol Travers-Hill and Paul Todd enjoy the black and white masquerade ball that celebrated the 50th anniversary of the national deafblind charity Sense. The ball was held last month in Enfield, north London.

## Ryanair dumped from awards

Ryanair has been chucked out of the National Deafblind Friendly Corporate Awards, following its decision to eject nine blind and partially-sighted passengers from a flight to Italy (*DN*, November).

The airline had reached the last three in the travel and transport category, but the deafblind judges decided to disqualify its nomination after the incident.

The award went instead to Kerstin Coult, a customer service assistant for Network Rail at Paddington station in London.

Other awards, organized by Sense and fellow charity Deafblind UK, went to: Tesco; the Harrogate Moat House hotel in Yorkshire; Philliers Sandwich Bar in Braintree, Essex; and Stourport Sports Centre in Worcestershire.

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Royal support: The Countess of Wessex met staff and service users, including Ann Morrison (left), when she visited Mencap's Your Voice Wakefield Advocacy Project last month. The project supports about 200 people with learning difficulties to speak up for themselves. For information about volunteering as an advocate in Wakefield, tel: 01924 305763.

## Law training call

BY JOHN PRING

Fewer than one in ten solicitors and police officers have received training in autism, according to a new survey.

The National Autistic Society (NAS) released the figures last month as it launched a campaign\* to raise awareness and understanding of autism and Asperger's syndrome in the criminal justice system.

Solicitor Howard Leftley said one client with Asperger's syndrome was arrested more than 60 times in a year for offences she did not commit, due to lack of awareness of her condition.

He said: "Had those who first interviewed her had an understanding of autism, she would

not have been arrested again."

Eileen Hopkins, NAS director of national services, said: "Our event marked the start of a dedicated period of information sharing and relationship building with criminal justice system professionals."

"We will lobby for autism specific training for a range of professionals, including police officers, and will be monitoring our

progress over the coming months."

Pictured at the launch in London is Peter "PJ" Hughes, who has Asperger's syndrome and works for the Home Office in Sheffield.

\*Information packs for criminal justice system professionals available from [www.autism.org.uk/cjp](http://www.autism.org.uk/cjp) or tel: 0845 070 4004



STEVE HICKEY/NATIONAL AUTISTIC SOCIETY

## Lotto cash for NAS

A new programme to support parents and carers of children recently diagnosed with autism has been awarded more than £350,000 by the Big Lottery Fund.

The National Autistic Society (NAS) will use the money to set up help! 2, which will provide information for parents and carers on issues like bullying, sexuality and adolescence.

The scheme is an extension of NAS's help! programme, which offers an introduction to autism and solutions to problems that parents and carers might encounter in the first

few years after diagnosis.

Jan Snook, head of help! 2, said: "After receiving a diagnosis, parents and carers can feel very alone and the NAS help! programme and help! 2 exist to empower them with knowledge and understanding of this difficult lifelong condition."

The Big Lottery Fund has also awarded £25,000 to the Aviation for Paraplegics and Tetraplegics Trust.

The money will be used to teach more disabled people how to fly adapted microlight aircraft and gain their pilot's licence.

## New voice at DRC

The Disability Rights Commission has set up a new advisory group aimed at ensuring a "stronger voice" for people with autism and related conditions.

The autism and neurodiversity group will be made up of

people with autism and conditions such as Tourette's syndrome and dyslexia, and will recommend work for the DRC to focus on and comment on how well DRC services meet their needs.

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# Calendar tells a story

A new calendar aims to smash stereotypes about people with Down's syndrome. John Pring reports

**W**hen Richard Bailey and his wife Fiona were told their first child, Billie-Jo, had Down's syndrome, they were upset.

At the time, they had a "negative and ill-conceived" idea of what Down's syndrome meant.

Six years on, they see Billie-Jo for who she is. "She is funny, strong-willed and very gentle," says Richard, a photographer.

Now, he and his wife have produced a calendar to raise awareness and funds for the Down's Syndrome Association (DSA).

Each month features a person or group of people with Down's syndrome, including Billie-Jo, who is featured in a classroom at her mainstream school.

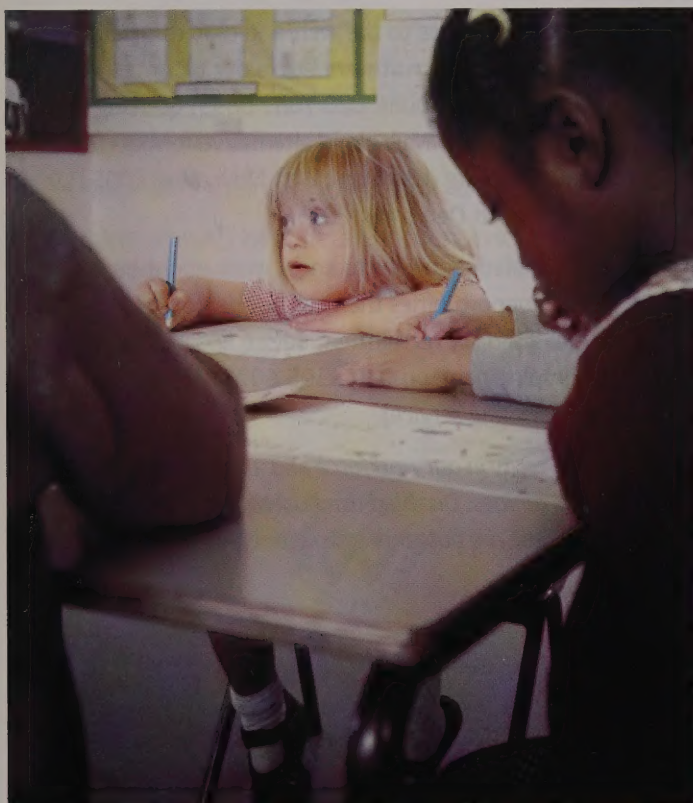
Richard says: "I hope the photographs change at least a few people's ideas about Down's syndrome and convey the message that people who

have Down's syndrome are individuals and should not be defined by their disability."

*The A3 calendars cost £9.50, plus £2.50 post and packing, and are available from [www.ds2006.com](http://www.ds2006.com) or send a cheque, payable to ds2006, to: Fiona Bailey, 8 Oman Avenue, London NW2 6BG. All profits go to DSA*



September: Assistant chef Georgina Hulme in Cheshire



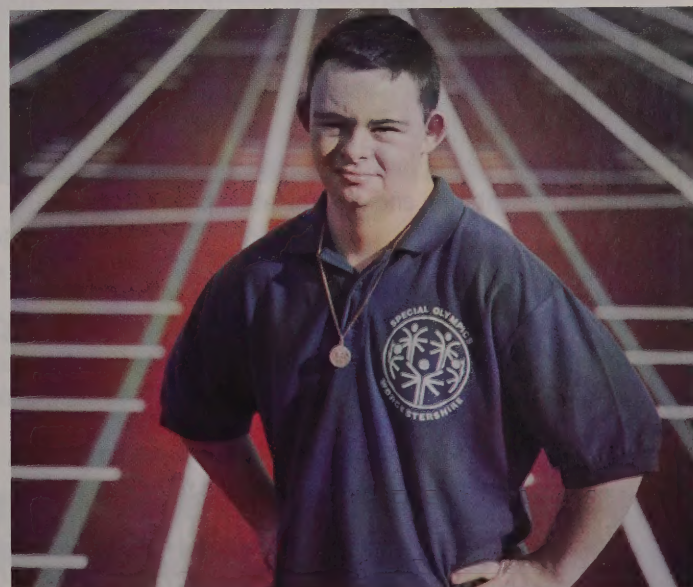
March: Billie-Jo in her classroom



August: members of Kaleidoscope Theatre, near Birmingham



May: Kate Powell (centre) during a training course at a café, south London



July: Stephen Boyce trains in Worcestershire for the Special Olympics



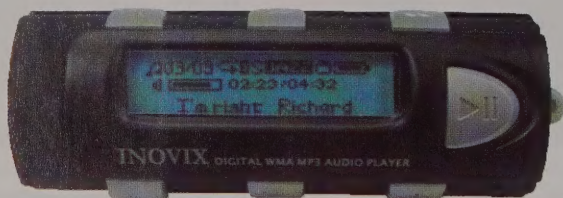
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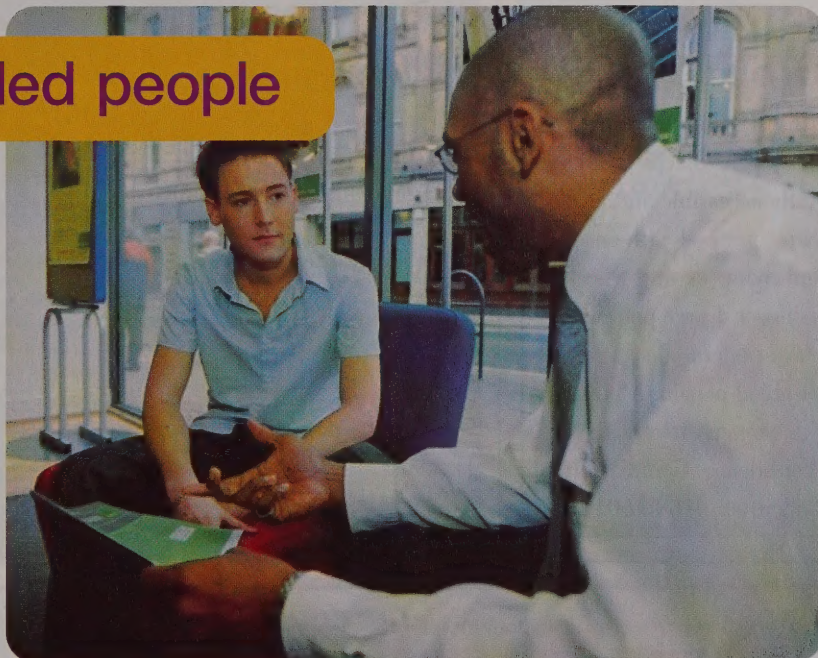


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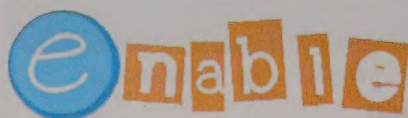
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**Probation Service Officers £23,096 (inc LW) | Locations across London**

London Probation, part of the National Probation Service, is committed to alleviating the fears of many Londoners who feel as if they're prisoners in their own homes. It's our job to rehabilitate serious and persistent adult offenders – many of whom have alcohol or drug problems – to reduce their risk of re-offending.

Assessing people who have been sentenced by the Courts and motivating them to turn away from a life of crime isn't easy. It will mean being assertive, resilient, empathetic but detached, managing a varied caseload and writing detailed reports, and working to policies and targets in a changing environment.

**NOMS** National Offender Management Service  
Working together to reduce re-offending

You will be aged 22+, with 2 A-levels and GCSE English or equivalent, competent IT skills and a valid work permit. It would be an advantage if you have face-to-face or supervisory experience of improving skills or behavioural problems. We are also keen for our workforce to reflect London's multi-ethnic and multi-cultural community.

If you fit our profile, you can look forward to the enormous buzz of seeing people change for the better and doing something worthwhile for London. Because of the diversity of work, there is a range of working patterns.

To find out more, go to [www.london-probation.org.uk](http://www.london-probation.org.uk) To apply, please call 0845 389 2020. Closing date: 18th November 2005.

London Probation values diversity and aspires to reflect this in its workforce.



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# MANAGER

with strong

**MARKETING SKILLS**

to develop

**GOOD GALLERY GUIDE**

into the leading information resource for gallery visitors in the UK.

West Yorkshire base. Salary £24,000 p.a.

For application pack please email

[info@the-arthouse.org.uk](mailto:info@the-arthouse.org.uk)

Tel: **01924 377740**

Closing date for applications

**28 November 2005**

the arthouse



Disability Wales



Anabledd Cymru

## Development Manager

NJC 35 - 37 £26,703 - £28,179

Generous pension scheme

35 hours per week

We seek a disabled person committed to achieving rights, equality and choice for all disabled people to join the lead national disability equality organisation in Wales and manage and develop new and existing services in line with our strategic vision.

**Closing date for Applications: 12 noon, Mon 28 Nov '05**

To obtain an application pack in your preferred format contact us at:

## Promoting and Developing Direct Payments in Wales

### Call for Tenders

In partnership with the Welsh Assembly Government we are calling for tenders regarding a feasibility study concerning options for providing a central resource to promote and develop Direct Payments across Wales.

**Closing date for tenders: 12 noon, 2 Dec '05**

Successful tender must submit Feasibility Report to Disability Wales no later than 19 May '06

For further details & a Tender Pack contact Kelly Stuart at:

Disability Wales, Caerphilly Business Park, Van Road, Caerphilly, CF83 3ED

t: 029 2088 7325 (use announcer for textphone)

e: [info@dwac.demon.co.uk](mailto:info@dwac.demon.co.uk)

f: 029 2088 8702

disability arts development agency  
**DADA South**

Dada-South, the new disability arts development agency for the South East is looking to recruit an excellent

## Administrator

(part time – 3 days per week)

NJC points 22-25 (£17,922 - £19,656) pro rata

To support our forthcoming dynamic programmes with disabled and Deaf artists and venues.

For application packs, please send a large stamped addressed envelope to Dada-South (recruitment), PO Box 136, Cranbrook, Kent TN17 9AD or email [info@dada-south.org.uk](mailto:info@dada-south.org.uk) or you can tel/fax: (01580) 714642

We particularly welcome applications from disabled people

Deadline for applications: Monday 28th November 2005

**DN**  
disabilitynow

**Your DN needs you**

As we prepare for the new year, DN is calling on professional writers, photographers and illustrators to bring fresh ideas to our pages while maintaining our high standards of journalism.

In keeping with our determination to properly represent readers, we are hoping to expand our already strong team of disabled freelancers. Can you use your experiences to help us produce excellent features, columns, arts reviews, shopping and equipment reviews and illustrations?

We want to hear from established and qualified journalists as well as those with suitable expertise, such as occupational therapists who can review equipment and councillors who can write political pieces.

You must have experience of meeting editors' briefs, including word counts, and deadlines. If you have the right experience, please contact us, including your CV, examples of your published work and ideas for articles or illustrations you could produce for DN.

Email [sarah.hobson@scope.org.uk](mailto:sarah.hobson@scope.org.uk) or call 020 7619 7324.



0800 007 5000 [www.cashelps.com](http://www.cashelps.com)

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# Access Officer

£28,452 - £32,016

Full-time or job share applicants welcome

Islington is an inner city borough with a fast changing infrastructure and excellent public transport links, providing considerable opportunities for improving access for disabled people. The Council is committed to working for equal opportunities and the removal of the physical barriers in the built environment. Its promotion of Lifetime Homes and Access Awards scheme are successful examples of recent work. You will work closely with Disability Action in Islington through their Access Project, which actively promotes access and provides advice to the council.

Based in the Planning Policy and Projects Service, you will have input into major development projects at an early stage, and will also work with colleagues in other services, including highways, transport and building control.

You will need a qualification in planning or a related discipline, and at least one year's experience of work in the disability field or at least three years' relevant experience. Personal experience of disability will be an advantage. We are prepared to consider transferable skills and experience.

The Council offers flexible working hours, generous annual leave and a pension scheme.

For further information please contact Sabrina Aaronovitch on 020 7527 2394.

To apply please visit [www.islington.gov.uk/working](http://www.islington.gov.uk/working)  
Alternatively please ring for a recruitment pack on 020 7649 6057 quoting reference CS/00938/JR. Your calls may be monitored for training and quality purposes. Minicom 020 7406 5790.

Closing date: 28 November 2005.

Interview date: w/c 5th December 2005.

We are an Equal Opportunities Employer.  
Islington is a no smoking council.



ISLINGTON

## DN LINAGE

Tel: 020 7619 7320, Fax: 020 7619 7331, Minicom: 020 7619 7332, email: [patrick.durham@scope.org.uk](mailto:patrick.durham@scope.org.uk)  
[matthews@scope.org.uk](mailto:matthews@scope.org.uk)

### • Cars/vans/caravans

**CHAIRMAN ESCORT 55** 1.3 M reg, MOT expires Feb, 49.5k miles. With Gowrings lowered floor conversion. £1,750 ono. Tel: 01622 670549 (Maidstone).

**RENAULT KANGOO 1.4RXE**, X reg, navy blue, 20.5k miles, MOT expires June 06, e/windows and e/side mirrors, sunroof for wheelchair user, JVC CD player. Wheelchair conversion by Davis of Sevenoaks incl lowering suspension, 4 point manual tie-down and manual ramp. Carries 5 incl wheelchair. In very good condition, £7,500 ono. Tel: 01732 771365 (Kent) or mobile: 07768 040700.

**CHAIRMAN FORD ESCORT**. With Gowrings conversion, 1990, 1.3L (petrol). Nearly £700 spent on refurbishment earlier this year, including stainless steel replacement rear floor, new carpeting and corrosion protection. Lovely drive: no engine or gearbox problems. Vehicle no longer needed. £750. Tel: 0117 9792301 (Bristol).

**SEAT ALHAMBRA 1.9** Tdi, auto, V reg (Nov 99), full MOT and tax til March 06, pas, air con, front e/windows, c/locking, alloy wheels, roof light panel. With Brotherhood raised roof conversion (59" internal headroom), carries 2 rear carer seats plus infill seat when no wheelchair. In immaculate condition, only 2 owners and 44k miles. £12,500 ono. Tel: 07973 228691 (Surrey).

**VW CARAVELLE 2.4** 1997 R reg, red, diesel, MOT and tax expires May 06, pas. Wheelchair conversion with RICON rear lift, 3 removable seats in back with 2 further wheelchair runners underneath: carries 6 plus wheelchair, 3 plus 3 wheelchairs. Only 2 owners from new, fsh, in good condition, only 53.5k miles, £7,950 ono. Tel: 01929 554465 (Poole).

**RENAULT MASTER 2.5**, grey metallic, diesel, 1999 S reg, 45k miles, MOT Feb 06, pas. Wheelchair conversion with rear ramp, 2 removable rear seats so can carry 1 or 2 wheelchairs (with tracking and clamps). In vgc, £4,500 ono. Tel: 01777 871549 or mobile: 07730 609046 (North Notts).



**FORD TRANSIT MINIBUS**, fitted with RICON 6 way seat (passenger) and tail lift, tracking, clamps and Carters electric wheelchair, £1,000 ono. Tel: 0161 766 5985 (Bury).

**NISSAN PRAIRIE K** reg with Brotherwood conversion, high roof with E&J electric wheelchair. £1,000 ono. Tel: 0161 766 5985 (Bury).

**RENAULT SCENIC 1.6**, auto, only 15 months' old, genuine reason for sale. Full conversion with front passenger entry for wheelchair user (Casey). 5 seater, e/windows and e/mirrors, 2 sunroofs, CD player, Super Guard treated. In immaculate condition, only 8k miles. £10,000 ono. Tel: 0113 266 4489 (Leeds).

**FIAT DOBLO 1.9JTD** Elx, 2004, blue, e/windows, air con, pas, CD player. With Automotive conversion incl folding ramp, 2 quick release seats, carries driver, 2 passengers and a wheelchair occupant or driver and 4 passengers with room for wheelchair stowage. Sale due to circumstance, only 2k miles, in immaculate condition, £10,850 ono. Tel: 01207 503072 (Durham) or mobile: 07956 658973.

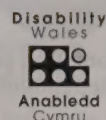
**TOYOTA HIACE 2.5** diesel, X reg (Nov 2000) 42k miles, very good condition. Full MOT, rear RICON wheelchair lift, pas, electric windows and electric mirrors. Very roomy, £8,500. Will be willing to travel around West Country. Tel: 01409 261517 (North Devon).

**RENAULT KANGOO RN 1.4** 2001, manual, adapted for wheelchair access by Mobility Solutions, locking belts, two seats in back, full service history, one owner from new, blue, 30k miles, vgc £5,595. Tel: 020 8836 8890 (Blackheath). Email: ian.maz@btinternet.com

**TOYOTA HIACE POWERBUS Y** reg, silver. First registered March 2001, 2.5 litre, diesel, owned from new with fsh, 12 months' MOT, vgc, just less than 35,500 miles. Lewis Reed adapted with hydraulic operated RICON tail lift. Seats driver, 3 passengers and one wheelchair user. £7,500 ono. Please tel Mrs Leslie Hickin: 01226 204784

**FORD TRANSIT 280 2.4 Tdi**, semi high roof, medium wheel base, Durashift or manual, pas, tinted windows, carpets. Braun side-lift for separate wheelchair access. Bekker single lever hand controls, 6 way electric driver's seat plus 2 passengers. Under 2k miles, registered April 04, cost £24,500, asking £15,500 ono. Tel: 01451 822773 (Cheltenham) or mobile: 07855 614657.

## Disabled Persons Housing Access Service



## General Manager

**£27,152 pa**

**Fixed term contract to March 2008, but may become permanent, subject to funding**

- Are you **Passionate** about the rights of disabled people to participate fully in society?
- Do you have strong **Leadership** skills?
- Do you have an **Understanding** of and **Experience** of disability?

Then you are the person we are looking for to join our exciting new project, which aims to make a real difference to the lives of disabled people.

The Disabled Persons Housing Service is a specialist housing advice service providing and co-ordinating any action required to deal with the housing-related problems and barriers related to disabled people. It will be available to all disabled people irrespective of income, age and housing tenure.

The organisation will be disability led ensuring that its services better meet the needs of its customers. It is a partnership led by Disability Wales Accessible Housing Working Party.

We are looking for an experienced manager to take this project forward. You should have good organisational and communication skills with a creative entrepreneurial approach that can make this project a success.

We are seeking applications from disabled people as the person appointed will lead a staff team of people who are also disabled.

Funding for the project comes from the Welsh Assembly Government, The Seren Group and the Local Authorities of Monmouthshire, Newport and Torfaen.

**For an informal discussion, you can contact Graham Findlay at Disability Wales on 02920 217429 or Bron Lloyd at Seren on (01633) 678546.**

**Interested? For an application pack, please contact the HR Team on 01633 212894/233851/233842 or write to HR Section, Seren Group, Exchange House, High Street, Newport NP20 1AA or visit [www.seren-group.co.uk](http://www.seren-group.co.uk) Please quote reference number C045.**

**Closing date: 29th November 2005. No agencies please.**

The Seren Group Ltd is a charitable Industrial and Provident Society, that will afford equal opportunity in all aspects of employment and welcome applications from all sections of the community.



**[www.seren-group.co.uk](http://www.seren-group.co.uk)**



**CHRYSLER GRAND VOYAGER 3.3**, complete with Balder power wheelchair (costing over £17,000). Conventional left hand drive or right hand drive for wheelchair user with joystick. Bought in 2002, only one owner from new, carries 4 with wheelchair or 7 without. Electric sliding door and electric ramp, all controls remote control operated. Fsh, in excellent condition, Car cost £63,960, asking £30,000 ono for car together with wheelchair. Tel: 01753 886020 (car situated in Reading).

**ROOF RACK FOR** Renault Kangoo van, professional style (lots of bars), £75. Tel: 01865 556493 (Oxford)

**LIGS**  
Living  
Independently  
in Gloucestershire  
Reg charity no 1073837

LIGS supports and promotes independent living for disabled people. We provide a Direct Payment Support Service and a Supporting People Service. We require a

**Manager** (ref MGR)

**37 hours per week.**

**Salary £25,437-£26,703 & pension**

Working to the direction of our board of trustees you will manage staff, provide leadership and develop our services, as well as advise and support clients. Previous experience of management and working with disabled people is required.

**Closing date: 2 December 2005**

**Telephone (01452) 411000 for an application pack. LIGS encourages applications from disabled people.**



November 2005 • DN EXTRA



## Law Centres® Federation

### Disability Rights Project Worker £29,715 including London Weighting

The Law Centres Federation is the co-ordinating body for 57 Law Centres across England and Wales. Law Centres are at the forefront of providing advice and representation in social welfare law to individuals and communities across the country, combining strategic casework with legal education and community development. Law Centres have also led the way in many developing areas of law such as equalities.

The Law Centres Federation has entered into a pioneering partnership with the Disability Rights Commission, which will place up to 17 Disability Rights Workers in individual Law Centres to provide advice, representation and legal education, particularly in relation to Section III (goods and services) of the Disability Discrimination Act 1995. We are seeking an experienced Disability Rights Project Worker to be based at the Law Centres Federation's office in London to provide support to the Project, lead on the marketing and PR, develop a continuation strategy and co-ordinate the evaluation of the Project.

Benefits include 5% pension contribution as well as 25 days' annual leave plus bank holidays.

**For further information and an application pack please call 020 7387 8578.**

**Or email [metin@lawcentres.org.uk](mailto:metin@lawcentres.org.uk)**

**Closing date for applications: Friday, 9th December.**

*We are an Equal Opportunities Employer and welcome applications from all sections of the community.*

*Recruitment materials will be available in Braille and on tape.*

*Text Direct is available. Job advert in font 14 point on LCF website:*

[www.lawcentres.org.uk](http://www.lawcentres.org.uk)

**Disability Rights Commission**

## talawa ARTISTIC DIRECTOR

Talawa is Britain's flagship Black theatre company.

Following the confirmation of continued revenue funding by Arts Council England, Talawa has embarked on an ambitious programme of renewal and change. The appointment of a permanent Artistic Director is an important part of this process and will be critical to the future success of the Company. We are therefore seeking an exceptional individual with the passion and clarity of vision to develop and promote Talawa's leadership role within the Black and wider theatre sectors.

Salary will be in the range of £40 - £45,000.

For an informal discussion, call Ben Thomas, acting Artistic Director or Nadia Stern, interim CEO on 020 7251 6644

Information packs are available from [www.talawa.com](http://www.talawa.com) or 020 7251 6644

The closing date for applications is noon on 18 November (please quote ref AD1105)



## DN disabilitynow

### layout sub-editor / web manager £23,959-£26,721 (incl. ILW)

A superb sub-editor is needed to produce sparkling copy and outstanding designs for the UK's leading disability publication. You will help highlight a huge range of issues through our fortnightly publications, from the latest legislation on assisted dying to the most accessible pubs in the UK. You will also be required to develop and maintain DN's fast-growing website ([www.disabilitynow.org.uk](http://www.disabilitynow.org.uk)). The successful candidate will be flexible and a self starter, with excellent people skills, an eye for detail and an in-depth knowledge of Quark.

DN encourages disabled people to apply and all candidates should be determined to campaign for the rights of disabled people.

You should have two years experience in a sub-editing role and NCTJ qualifications or equivalent. Ideally you should have web management experience, although training will be offered to the right candidate.

**Contact [lucy.howard@scope.org.uk](mailto:lucy.howard@scope.org.uk), or telephone: 020 7619 7323 for an application form, disk or tape, to be returned by 18 November. Interviews are likely to take place between 23 and 25 November.**

*Disability Now is published by Scope in London (charity no: 208231).*



# Accessible banking, whatever your needs.

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Telephone **08457 404 404**.

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